

**Attendance:** Evelyn Brom, Dwight Mizoguchi, Fredie Moore, Ward Urion, Katherine Nelson, Monica Anderson, Kathleen Groshong, Julie Nelson, Mary Shaw, Adam Aba-Husain, Mary Flowers, Beverly Wong, Deborah Harris, Jacque Larrainzar and Darlene Flynn (Seattle Office for Civil Rights)

**Agenda**

1. Update on "Race: The Power of an Illusion" training series
2. Mayor's Race and Social Justice Initiative: relationship to HSD UIR work
3. EAAR (European Americans Against Racism) update
4. CURE meeting announcement

**Training** (group comments)

- Training has been launched and is going really well.
- It is a work in progress and ongoing adjustments have been made.
- Participants may be reluctant to engage because topic is risky.
- Some people have to sit with the information before talking.
- There will be continuing opportunities for discussion for participants with questions.
- Jacque Larrainzar volunteered to send facilitation tips.

**Mayor's Race and Social Justice Initiative** (Jacque Larrainzar and Darlene Flynn, SOCR)

- City-wide programs will not be replacement for UIR work. HSD laid the foundation.
- Programs will not reflect an organizational model, but a government reform model.
- Plans are a huge leap to address institutional racism and disproportionality.
- The City continues to be on the cutting edge of anti-racism work as a result of activism in the City and community.
- Movement must come from both grassroots (bottom) and bureaucratic levels (top).
- SOCR is looking at models for city-wide trainings, which will be made more public next year.
- They are in the process of hiring a consultant.
- Mayor has identified 5 areas to focus projects and engage the community.
- These areas will reveal disproportionality and compel us to address these outcomes.
- City Council is beginning to gain interest, though legislation will not necessarily end disproportionality (Seattle has the most protected classes in nation, but results aren't much different).
- Training will set actions in motion and is part of capacity-building.
- A cadre of change teams will be developed throughout the City.
- Discussion needs to take place at the top and bottom.
- Trying to create process of accountability between institution and people of color.

**Announcements**

- Evelyn Brom has resigned. She will be missed for all her work with UIR and domestic violence.
- Next CURE meeting is tomorrow and features the Seattle Public Schools superintendent.
- EAAR continued working on communication skills to talk to white people about racism. It will have meetings for white folks to continue conversation from the anti-racism trainings in Jan/Feb.

**Potential Topics for Next Meeting**

- Formalizing communication between UIR and Patricia
- Legitimacy